

The image features a large green shape on the left side, which has a white semi-circular cutout. The text "CAREER ASSESSMENT" is centered within this white area. A dark blue horizontal bar with rounded ends extends from the right side of the green shape across the middle of the image.

CAREER ASSESSMENT

Assessments

- Assessment- a general term that includes use of interviews and other informal methods as well as more formal instruments to gain information.
- Test-generally applied to a scientifically developed instrument that usually has answers that are either right or wrong.

Purpose of Assessment

- Career Planning
- Screening into vocational classes
- Determine job match
- Predict future behavior to determine whether or not to invest the resources needed to provide interventions or programs of service
- Evaluation of the services or interventions that we offer.
- Used for RFP's

Why Providing Career Services to Offenders Is Essential

- Approximately 16,500 offenders return to Missouri communities each year following a period of confinement. (Missouri Department of Corrections)
- Approximately 50% of offenders who recidivate are unemployed – nationwide (National Institute of Corrections)
- Approximately 59% of Missouri offenders who recidivate are unemployed. (MDOC)
- “An unemployed offender is three times more likely to return to prison than an offender who has a job” (NIC – Texas study)

Why Providing Career Services to Offenders Is Essential

- According to the New York Department of Labor, 83% of offenders who violated probation and parole were unemployed at the time of the violation (statistics compiled from NY Division of Criminal Justice)
- 47% of career practitioners report that assessment has a strong impact in improving job retention (Officer for Correctional Job Training and Placement)

Value of Career Assessment

- Assist in appropriate job match
- Aptitude, interest and educational assessments all help determine placement
- Offenders' get a better understanding of themselves
- Deemed as important by DOJ for reentry

Possible Pitfalls

- Over-dependence on tests
- Inadequate interpretation
- Inappropriate use
- Inadequate preparation
- Recency of data
- Vocational assessments do not assess the offenders' likelihood of retaining a job

Reasons for studying career theories

- Identify factors to consider when making a career choice
- Predict job selection, satisfaction and performance
- Provide tools and techniques for assisting people with career choices
- Theories are supported by considerable research

Limitations of career choice and development theories

- Each theorist approaches career choice from a different perspective
- People used for research do not represent all populations
- Caution staff against believing that any theory will provide a magic answer

Four Theoretical Approaches

- Trait-and-Factor/Matching- John L. Holland
- Transition Theory-Nancy K. Schlossberg
- Learning –John D. Krumboltz
- Developmental-Donald E. Super

Different perspectives

- Donald Super looks at the process very comprehensively, studying and describing it across the entire life span and across multiple life roles.
- John Holland confines his focus to the understanding of occupational choices at a given point in time.

Different perspectives cont.

- John Krumboltz focuses on the learning process and how it affects vocational choice and change
- Nancy Schlossberg focuses on transitions in multiple life roles,

John L. Holland

Four basic concepts

- People can be described as a combination of two or more of six types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional
- Environments can also be described as a combination of the same six types.
- People of a given type seek environments of the same or similar type
- If a person can find a compatible environment, he/she is likely to be satisfied and productive.

John Holland cont.

- Individuals acquire their personal codes through a combination of heredity and environment
- Holland typology can be very helpful in organizing occupational information for career information, job openings and career fairs
- Most useful when dealing with persons who need to make a rather immediate vocational choice

Donald E. Super

- Relates to the importance of an individual's self-concept in the process of career choice and development.
- Self-concept is defined as a picture of who we are and what we are like.
- This formation of a self-concept begins at birth and grows and develops throughout our entire lives

How Super's theory relates to offenders

- It's likely that many or most have poor, ill-defined self-concepts
- Many have had little positive reinforcement and few or no positive role models, making the formation of a clear, positive self-concept very difficult or impossible

How Super's theory relates to offenders (cont.)

- If an offender has an ill-defined or poor self-concept, he/she is likely to make poor or less than satisfying choices
- Work may be boring and meaningless if people are unable to view it as an expression of their abilities, interest, and their values

Nancy K. Schlossberg's Theory

- Defines transition as an event or non-event that results in change in roles, daily routines, and/or personal relationships
- Event- is something that happens
- Non-event is something that was expected to happen but did not

Schlossberg's four parts to a transition

- Situation-often triggered by a specific situation
- Self-the inner strength and experience of an individual are critical elements in coping with transitions
- Supports-Identify availability of people, services, resources, and agencies
- Strategy-sets the stage for action by developing a plan

Schlossberg's theory applicable to offenders

- Facing the transition of getting a job and learning to live independently
- Helping the offender to get a realistic look at their situation
- Assisting with identifying strengths, barriers, support systems and strategies in a cognitive way

John D. Krumboltz's Theory

Basic beliefs:

- Though heredity and environment influence people's behavior, learning is also a very powerful influence
- Instrumental (positive outcomes) and associative learning (observation of other's outcomes)
- Learning occurs when specific behaviors are positively rewarded or result in punishment
- Can be applied to assisting individuals with career choice, decision-making, and career development

Krumboltz's DECIDES Model

- Used to intervene in such a way that individuals learn to have outcomes that are positive for them (mock job interviews)
 - Define the problem
 - Establish an action plan
 - Clarify values
 - Identify alternatives
 - Discover probable outcomes
 - Eliminate alternatives
 - Start Action

Implications of Theory for Your Work

- For each offender, you ask yourself whether anything in these theories may help you to understand what the problem is, how you might deal with it, and/or what could be the desirable outcome
- Continually seek to develop your own theory, one that adapts and adopts the work of the theorists into a more integrated whole.

Implications of Theory for Your Work (cont.)

- Holland's theory provides a way to
 - Measure critical parts of the self-concept described by Super as a critical force in career planning
 - To relate this self-concept to specific occupations and work environments
- Krumboltz's theory proposes some very practical strategies for interventions that may strengthen the self-concept.

Implications of Theory for Your Work (cont.)

- Super's Career Rainbow provides a comprehensive picture of the breadth of career and of the environments in which multiple transitions, as described by Schlossberg, may occur.
- Although Super's theory doesn't give us guidance about how to cope with conflicting roles and multiple crises across roles, Schlossberg's theory does.

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